

10 MAY 1979

MEMORANDUM FOR: Director of Central Intelligence

FROM: Harry E. Fitzwater
Director of Personnel

SUBJECT: Early Identification of Executive Talent
in CIA

REFERENCE: DCI Memo, dated 2 May 1979, Same Subject

1. Action Requested: None; the attached paper is forwarded for information.

2. Background: The referenced memorandum requested a paper describing mechanisms in the Agency's personnel management system designed to identify the most promising personnel in each grade and Directorate. The attached paper describes the purpose and scope of the Personnel Development Program and the use of the Performance Descriptors in the evaluation processes of the Career Service panels.

To answer specifically your question, "For example, if I wanted to see at a glance who the most promising GS-16's were, where would I turn?": You should look to the Director of Personnel for this and similar information. Currently, no central repository for this information exists, however, the Office of Personnel can readily obtain the ranking of value for individuals at any grade for a particular Directorate. These lists do not provide information, however, on the overall Agency's most promising individual in a particular grade.

25X1 Additional study is now under way, including a review of the recommendations and the Civil Service Reform Act, 1978. Further study of these may result in recommendation for the restructuring of the Executive Career Development Program and our current ranking system for other Agency employees.

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Attachment

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Orig - Addressee

1 - DDCI

1 - ER

1 - DDA

1 - D/Pers

1 - DD/Pers/P&C

1 - D/PMES

1 - DCI Subject File

C/PMES/OP/

REVISED: D/Pers/HEFitzwater (10 May 1979)

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